



USAR AGR SFC - CSM PROMOTION SYSTEM

HOW A USAR AGR NCO GETS PROMOTED TO SFC - CSM

**(DOWNLOAD AND VIEW WITH SPEAKER
NOTES)**

Updated JAN '04

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PURPOSE

- To provide AGR NCOs with information about the NCO promotion process.
- To provide AGR NCOs with information that will help them better manage:
 - Their careers.
 - Their subordinates' careers.



WHO DOES WHAT?



- Army's Deputy Chief of Staff, G1
- Director of Military Personnel Policy (DMPP)
- Human Resources Command, Office of Promotions (RC)
- DA Secretariat for Selection Boards (RC)
- Army Reserve Active Duty Management Directorate (ARADMD)



BOARD TIMELINE

C-180 through convene date:

Office of Promotions (RC) screens/reviews electronic board file.
Educationally qualified and non-educationally qualified scrub.
Board files continually updated as hardcopy documents arrive and are scanned.

=Board Convenes



C- 60 days:
Exact board file can be viewed on-line.

C- 180 to C-150 days:
Electronic board file created.
Notification sent via AKO.

C-210 days:
Zone message sent to G-1 for approval.



ELECTRONIC BOARD FILE

■ PERFORMANCE DOCUMENTS:

■ EDUCATION & TRAINING DOCUMENTS:

■ COMMENDATORY DOCUMENTS:

■ DISCIPLINARY DOCUMENTS:

■ ENCLOSURES:



HOW CAN I HAVE THE BEST PROMOTION FILE POSSIBLE?



- Ensure highest civilian and military educational documents are present.
 - Be educationally qualified!
 - Refer to AR 140-158 and slide # 8 for requirements.
- Ensure all NCOERs/AERs are present.
 - NCOERs must be profiled to be seen by board.
 - AGR NCO can submit unprofiled NCOERs as “Certified True Copy” for profiling.
 - Authorized MIL TECH or original rating chain

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must sign.



HOW CAN I HAVE THE BEST PROMOTION FILE POSSIBLE?

(continued)



- Submit a photo.
 - Does not need to be perfect.
 - Must be Class A uniform.
 - If above screening weight, attach body fat worksheet.
 - Maintain personal fitness; pass APFT on all NCOERs.
- Send letter to Board President.
 - If important and NOT in file, address.
 - Address periods of inactivity.
 - Concise and not self-serving.
- Maintain an updated ERB with ARADMD records team.
- Documents **MUST ARRIVE BEFORE** board convene date.
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EDUCATIONAL REQUIREMENTS



- Refer to:
 - AR 140-158 dated 17 December 1997
 - Previous year's MOI
- **To SFC:**
 - BNCOC
- **To MSG:**
 - ANCOC
- **To SGM/CSM:**
 - None



AGR SELECTION BOARD PROMOTION ZONES



- **TO SFC:** JUN '04 BOARD
JUN 01
20010602 - 20020601

DOR (Primary Zone) ≤ 1
(Secondary Zone)

- JUN '05 BOARD
JUN 02
20020603 - 20030602

DOR (Primary Zone) ≤ 2
(Secondary Zone)

- JUN '06 BOARD
JUN 03
Zone) 20030603 - 20040602

DOR (Primary Zone) ≤ 2
(Secondary Zone)

- **TO MSG:** FEB '04 BOARD
AUG 00

20020217

DOR (Primary Zone) ≤ 31
(Secondary Zone) 20000901 -

- FEB '02

FEB 02

DOR (Primary Zone) ≤ 1
(Secondary Zone) 20020202 -

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AGR SELECTION BOARD PROMOTION ZONES cont.



• **TO SGM:** OCT '04 BOARD
01 & CSM
20021019

02 OCT '05 BOARD
20031019

03 OCT '06 BOARD
20041019

DOR (Primary Zone) \leq 19 OCT
(Secondary Zone) 20011020 -

DOR (Primary Zone) \leq 19 OCT
(Secondary Zone) 20021020 -

DOR (Primary Zone) \leq 19 OCT
(Secondary Zone) 20031020 -



LET'S RETURN TO OUR TIMELINE



- C - day: The board convenes!
 - Mailed documents should have arrived.
- MISSION of a promotion board:
 - To carefully consider the file of every eligible NCO in the zone of consideration .
 - Recommend the NCOs first considered fully qualified and then considered best qualified for promotion.
 - Identify those NCOs who should be recommended for involuntary separation under the Qualitative Management Program (QMP).



MYTHS vs REALITY



- **MYTH:** Knowing a board member helps.
REALITY: Diverse board membership (no two NCOs from same GO command). Board members cannot discuss files amongst each other, separate votes.
- **MYTH:** I have a better chance of being selected on a Stand-by Board.
REALITY: No. The MOI from the original board is used and the file is compared to files from the original board.
- **MYTH:** Equal opportunity.
REALITY: No special treatment/consideration.
- **MYTH:** Separate or “Secret” instructions exist.
REALITY: Board must follow the MOI signed by the DMPP. The MOI is released along with board results.
- **MYTH:** The board produces a final Order of Merit List.
REALITY: After the board recesses (departs) individuals considered are either “Recommend” or “Non-Recommend.” No distinction between recommended NCOs with the highest or lowest score.
- **MYTH:** If you don’t want to be considered don’t update and review your file.
REALITY: All Soldiers in the zone will be considered for promotion and/or QMP. It is in the Soldiers’ best interest to have an accurate and up to date file.



METHODOLOGY



- Board Composition:
 - 7 members, 5 are SGM/CSM, 1 AC COL, 1 USAR GO.
 - Mix of AGR/USAR/AC Soldiers.
 - Mix of branches, gender, and ethnic groups.
 - Each board member votes each file, all votes equal.
- Board uses a numerically based voting method to:
 - Rank order the Educationally Qualified NCOs considered and draw a “Fully Qualified” and “Best Qualified” cut line.
 - “Best Qualified” line is based upon the “Select Objective.”
 - SEL OBJ is maximum number of NCOs the board can promote by MOS. Found in the Board MOI.



FULLY QUALIFIED vs. BEST QUALIFIED



“FULLY QUALIFIED” NCO

- Has met the Military Education requirements.
- Has met the Civilian Education requirements (High School).
- Qualified professionally and morally; demonstrated integrity.
- Physically fit.
- Capable of performing the duties expected in the next higher rank.
- Has performed satisfactorily and shows potential.
- Promote up to select objective, if numbers support.

• “BEST QUALIFIED” NCO

- Is a “fully qualified” NCO.
- Recommended based on maximum number of selections by MOS

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SCORING



SCORE

6+/-

WORD
PICTURE
TOP FEW - ABSOLUTELY MUST SELECT

5+/-

ABOVE CONTEMPORARIES - CLEARLY SELECT

4+/-

SOLID PERFORMER - DESERVES SELECTION

3+/-

FULLY QUALIFIED - SELECT UP TO SELECT OBJ

2+/-

NOT FULLY QUALIFIED - TOO MANY WEAKNESSES

1+/-

ABSOLUTELY NOT QUALIFIED

SC

SHOW CAUSE FOR INVOLUNTARY SEPARATION



BOARD DECISION TOOLS



LETTER TO
BOARD
PRESIDENT
OTHER
AUTHORIZED
DOCUMENTS

PERFORMAN
CE
DOCUMENTS

PHOT
O

ERB

COMMENDATORY DOCS
EDUCATION & TRG

BOARD MEMBER

BOARD MEMBERS'
EXPERIENCE AND
JUDGMENT

MOI

SCORIN
G
CRITERI
A

VOTE

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AFTER ALL FILES VOTED

- Board Decisions
 - Cut Lines
 - Fully Qualified Line
 - Best Qualified Line (Based on Select Objective)
- Board Recess
- Results sent to Deputy Chief of Staff, G1
- Results approved by Director of Military Personnel Policy (DMPP)
- Returned to HR Command - St Louis for release
 - Takes about 60 days



BOARD STATISTICS



• TO SFC:

<u>YEAR</u>	<u>IDENTIFIED</u>	<u>QUALIFIED</u>	<u>SELECTED</u>
• 2000	2404	990	358
• 2001	1594	1167	663
• 2002	1583	1096	615
• 2003	1551	1367	873

• TO MSG:

<u>YEAR</u>	<u>IDENTIFIED</u>	<u>QUALIFIED</u>	<u>SELECTED</u>
• 2000	2544	1872	246
• 2001	2527	1747	238
• 2002	2579	2140	228
• 2003	MSG OFFICE OF PROMOTIONS (RE)		



BOARD STATISTICS



- TO SGM:

<u>YEAR</u>	<u>IDENTIFIED</u>	<u>ELIGIBLE</u>	<u>SELECTED</u>
• 2000	511	329	32
• 2001	550	442	36
• 2002	642	500	37
• 2003	687	598	34

- TO CSM:

<u>YEAR</u>	<u>IDENTIFIED</u>	<u>ELIGIBLE</u>	<u>SELECTED</u>
• 2000	167	18	1
• 2001	175	22	4
• 2002	152	47	6
• 2003	141	74	15



HOW CAN LEADERS HELP ?



- Get their NCOs educationally qualified!
- NCOERs
 - Timely
 - Consistent/clear message to Board Members
- Spread the word:
**ED QUAL + CURRENT EVALS +
SEL OBJ
= SUCCESS!**



USEFUL CONTACT INFORMATION

- <https://www.2xcitizen.usar.army.mil/2xhome.asp>
 - HR Command Website; view actual board file on-line about 60 days before board convenes.
- 1-800-318-5298
 - HR Command - St. Louis Customer Contact Office
-
- <https://www.2xcitizen.usar.army.mil/soldierservice.s/>
 - Evaluation processing status website
- HTTPS://WWW.US.ARMY.MIL/PORTAL/PORTAL_HOME.JHTML
 - To get an Army Knowledge On-line account.
- 1-877-215-9834
 - Promotion status; voice automated system (with options for direct contact)



USEFUL CONTACT INFORMATION

- **To have documents put on OMPF/PERMs mail to:**

Human Resources Command - STL
ATTN: AHRC-CIS-PV
1 Reserve Way
St. Louis, MO 63132-5200

- **To process AGR NCOER prior to board; submit certified true copy to:**

Human Resources Command - STL
ATTN: AHRC-PSV-EO
1 Reserve Way
St. Louis, MO 63132-5200

- **Documents not in on-line electronic file, mail to:**

President, 2004 MSG Selection Board (put in your board title)

ATTN: AHRC-MSL-E
1 Reserve Way
St. Louis, MO 63132-5200

(or E-Mail to Enlisted.Promotions@arpstl.army.mil)

- **Board Results:**

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[HTTPS://WWW.PERSCOMONLINE.ARMY.MIL/SELECT/R_ENLISTED.HTM](https://www.perscomonline.army.mil/select/r_enlisted.htm)



LAST SLIDE!



Questions
Comments
Concerns

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